

TRY OUT 25 Responden Variabel Kepuasan / x1

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.819	6

Item Statistics

	Mean	Std. Deviation	N
x1_1	4.44	.583	25
x1_2	3.12	1.201	25
x1_3	4.04	1.020	25
x1_4	3.88	.927	25
x1_5	3.56	1.356	25
x1_6	4.28	.542	25

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
x1_1	18.88	15.110	.631	.797
x1_2	20.20	11.250	.697	.764
x1_3	19.28	13.210	.548	.798
x1_4	19.44	13.257	.621	.783
x1_5	19.76	10.607	.664	.781
x1_6	19.04	15.623	.559	.808

TRY OUT 25 Responden Variabel komitmen / x2

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.883	6

Item Statistics

	Mean	Std. Deviation	N
x2_1	4.08	.862	25
x2_2	3.44	.917	25
x2_3	3.76	.926	25
x2_4	4.00	.707	25
x2_5	3.76	1.052	25
x2_6	3.88	.881	25

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
x2_1	18.84	13.223	.682	.864
x2_2	19.48	13.510	.578	.881
x2_3	19.16	11.973	.845	.836
x2_4	18.92	14.410	.621	.875
x2_5	19.16	11.890	.723	.859
x2_6	19.04	12.790	.742	.855

TRY OUT 25 Responden Variabel OCB / y

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.952	10

Item Statistics

	Mean	Std. Deviation	N
Y_1	3.76	.831	25
Y_2	3.72	.678	25
Y_3	3.64	.860	25
Y_4	3.56	.870	25
Y_5	3.52	1.005	25
Y_6	3.68	1.030	25
Y_7	3.52	.770	25
Y_8	3.56	.821	25
Y_9	3.64	.907	25
Y_10	3.68	.802	25

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Y_1	32.52	43.093	.742	.949
Y_2	32.56	44.590	.754	.949
Y_3	32.64	42.407	.779	.947
Y_4	32.72	41.877	.821	.945
Y_5	32.76	40.357	.823	.945
Y_6	32.60	40.083	.823	.946
Y_7	32.76	44.357	.675	.951
Y_8	32.72	42.127	.852	.944
Y_9	32.64	40.907	.874	.943
Y_10	32.60	42.667	.818	.946

Descriptive Statistics

	Mean	Std. Deviation	N
OCB (Y)	40.38	5.105	80
Kepuasan Kerja (X1)	23.06	3.902	80
Komitmen (X2)	23.41	3.521	80

Correlations

		OCB (Y)	Kepuasan Kerja (X1)	Komitmen (X2)
Pearson Correlation	OCB (Y)	1.000	.576	.582
	Kepuasan Kerja (X1)	.576	1.000	.478
	Komitmen (X2)	.582	.478	1.000
Sig. (1-tailed)	OCB (Y)	.	.000	.000
	Kepuasan Kerja (X1)	.000	.	.000
	Komitmen (X2)	.000	.000	.
N	OCB (Y)	80	80	80
	Kepuasan Kerja (X1)	80	80	80
	Komitmen (X2)	80	80	80

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Komitmen (X2), Kepuasan Kerja (X1) ^b	.	Enter

a. Dependent Variable: OCB (Y)

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.674 ^a	.454	.440	3.820

a. Predictors: (Constant), Komitmen (X2), Kepuasan Kerja (X1)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	934.919	2	467.460	32.028	.000 ^b
	Residual	1123.831	77	14.595		
	Total	2058.750	79			

a. Dependent Variable: OCB (Y)

b. Predictors: (Constant), Komitmen (X2), Kepuasan Kerja (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.225	3.184		4.782	.000
	Kepuasan Kerja (X1)	.506	.125	.386	4.032	.000
	Komitmen (X2)	.576	.139	.397	4.145	.000

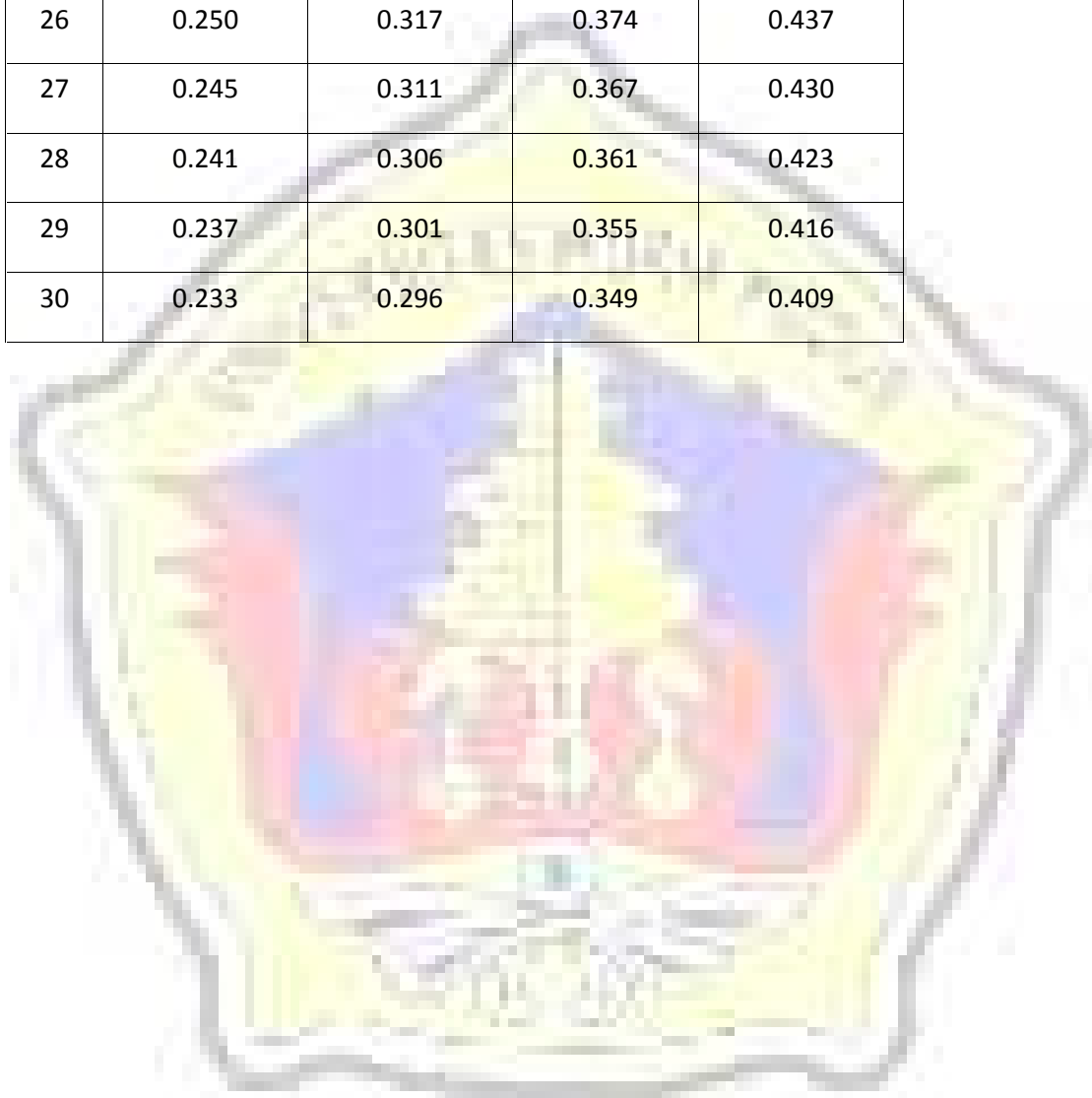
a. Dependent Variable: OCB (Y)



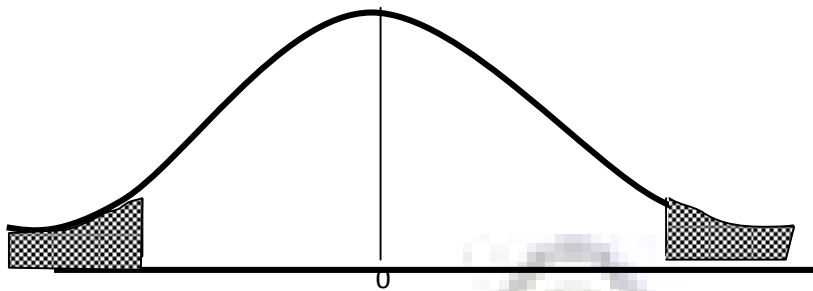
TABEL R

DF	10%	5%	2,5%	1%
1	0.951	0.988	0.997	1.000
2	0.800	0.900	0.950	0.980
3	0.687	0.805	0.878	0.934
4	0.608	0.729	0.811	0.882
5	0.551	0.669	0.754	0.833
6	0.507	0.621	0.707	0.789
7	0.472	0.582	0.666	0.750
8	0.443	0.549	0.632	0.715
9	0.419	0.521	0.602	0.685
10	0.398	0.497	0.576	0.658
11	0.380	0.476	0.553	0.634
12	0.365	0.458	0.532	0.612
13	0.351	0.441	0.514	0.592
14	0.338	0.426	0.497	0.574
15	0.327	0.412	0.482	0.558
16	0.317	0.400	0.468	0.543
17	0.308	0.389	0.456	0.529
18	0.299	0.378	0.444	0.516
19	0.291	0.369	0.433	0.503
20	0.284	0.360	0.423	0.492
21	0.277	0.352	0.413	0.482

22	0.271	0.344	0.404	0.472
23	0.265	0.337	0.396	0.462
24	0.260	0.330	0.388	0.453
25	0.255	0.323	0.381	0.445
26	0.250	0.317	0.374	0.437
27	0.245	0.311	0.367	0.430
28	0.241	0.306	0.361	0.423
29	0.237	0.301	0.355	0.416
30	0.233	0.296	0.349	0.409



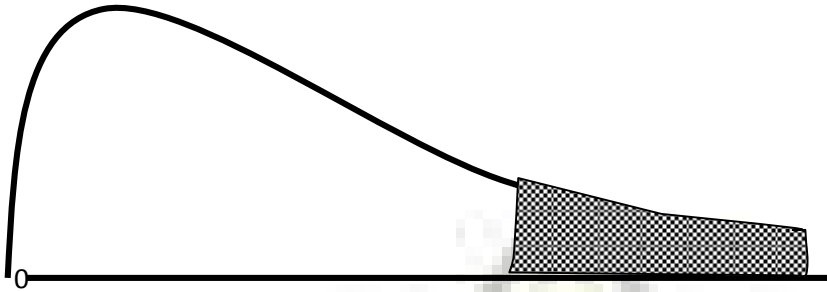
Cuplikan Tabel Distribusi t



No	10%	5%	2,5%
71	1.294	1.667	1.994
72	1.293	1.666	1.993
73	1.293	1.666	1.993
74	1.293	1.666	1.993
75	1.293	1.665	1.992
76	1.293	1.665	1.992
77	1.293	1.665	1.991
78	1.292	1.665	1.991
79	1.292	1.664	1.990
80	1.292	1.664	1.990
81	1.292	1.664	1.990
82	1.292	1.664	1.989
83	1.292	1.663	1.989
84	1.292	1.663	1.989
85	1.292	1.663	1.988
86	1.291	1.663	1.988
87	1.291	1.663	1.988
88	1.291	1.662	1.987

89	1.291	1.662	1.987
90	1.291	1.662	1.987
91	1.291	1.662	1.986
92	1.291	1.662	1.986
93	1.291	1.661	1.986
94	1.291	1.661	1.986
95	1.291	1.661	1.985
96	1.290	1.661	1.985
97	1.290	1.661	1.985
98	1.290	1.661	1.984
99	1.290	1.660	1.984
100	1.290	1.660	1.984

Tabel F untuk $\alpha = 0.05$



df	1	2	3	4	5	6	7	8
71	3.976	3.126	2.734	2.501	2.344	2.229	2.142	2.072
72	3.974	3.124	2.732	2.499	2.342	2.227	2.140	2.070
73	3.972	3.122	2.730	2.497	2.340	2.226	2.138	2.068
74	3.970	3.120	2.728	2.495	2.338	2.224	2.136	2.066
75	3.968	3.119	2.727	2.494	2.337	2.222	2.134	2.064
76	3.967	3.117	2.725	2.492	2.335	2.220	2.133	2.063
77	3.965	3.115	2.723	2.490	2.333	2.219	2.131	2.061
78	3.963	3.114	2.722	2.489	2.332	2.217	2.129	2.059
79	3.962	3.112	2.720	2.487	2.330	2.216	2.128	2.058
80	3.960	3.111	2.719	2.486	2.329	2.214	2.126	2.056
81	3.959	3.109	2.717	2.484	2.327	2.213	2.125	2.055
82	3.957	3.108	2.716	2.483	2.326	2.211	2.123	2.053
83	3.956	3.107	2.715	2.482	2.324	2.210	2.122	2.052
84	3.955	3.105	2.713	2.480	2.323	2.209	2.121	2.051
85	3.953	3.104	2.712	2.479	2.322	2.207	2.119	2.049
86	3.952	3.103	2.711	2.478	2.321	2.206	2.118	2.048
87	3.951	3.101	2.709	2.476	2.319	2.205	2.117	2.047

88	3.949	3.100	2.708	2.475	2.318	2.203	2.115	2.045
89	3.948	3.099	2.707	2.474	2.317	2.202	2.114	2.044
90	3.947	3.098	2.706	2.473	2.316	2.201	2.113	2.043
91	3.946	3.097	2.705	2.472	2.315	2.200	2.112	2.042
92	3.945	3.095	2.704	2.471	2.313	2.199	2.111	2.041
93	3.943	3.094	2.703	2.470	2.312	2.198	2.110	2.040
94	3.942	3.093	2.701	2.469	2.311	2.197	2.109	2.038
95	3.941	3.092	2.700	2.467	2.310	2.196	2.108	2.037
96	3.940	3.091	2.699	2.466	2.309	2.195	2.106	2.036
97	3.939	3.090	2.698	2.465	2.308	2.194	2.105	2.035
98	3.938	3.089	2.697	2.465	2.307	2.193	2.104	2.034
99	3.937	3.088	2.696	2.464	2.306	2.192	2.103	2.033
100	3.936	3.087	2.696	2.463	2.305	2.191	2.103	2.032

FREKUENSI IDENTITAS RESPONDEN

Statistics

		Jenis Kelamin	Usia	Pendidikan	Masa Kerja
N	Valid	80	80	80	80
	Missing	0	0	0	0
Mean		1.61	2.15	2.34	3.01
Median		2.00	2.00	3.00	3.00
Mode		2	2	3	3
Sum		129	172	187	241

Frequency Table

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	31	38.8	38.8	38.8
	Wanita	49	61.3	61.3	100.0
	Total	80	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 35 th	15	18.8	18.8	18.8
	35 - 45 th	38	47.5	47.5	66.3
	di atas 45 th	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA/ sederajat	17	21.3	21.3	21.3
	Diploma	19	23.8	23.8	45.0
	S1	44	55.0	55.0	100.0
	Total	80	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,5 - 5 th	9	11.3	11.3	11.3
	6 - 10 th	9	11.3	11.3	22.5
	11 - 15 th	34	42.5	42.5	65.0
	di atas 15 th	28	35.0	35.0	100.0
	Total	80	100.0	100.0	

FREKUENSI VARIABEL KEPUASAN KERJA

Statistics

	N		Mean	Median	Mode	Sum
	Valid	Missing				
x1_1	80	0	4.43	5.00	5	354
x1_2	80	0	3.08	3.00	2	246
x1_3	80	0	4.06	4.00	4	325
x1_4	80	0	3.98	4.00	4	318
x1_5	80	0	3.38	4.00	5	270
x1_6	80	0	4.15	4.00	4	332
Kepuasan Kerja (X1)	80	0	23.06	24.00	24	1845

Frequency Table

x1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	1	1.3	1.3	2.5
	3	2	2.5	2.5	5.0
	4	35	43.8	43.8	48.8
	5	41	51.3	51.3	100.0
	Total	80	100.0	100.0	

x1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.0	5.0	5.0
	2	33	41.3	41.3	46.3
	3	6	7.5	7.5	53.8
	4	27	33.8	33.8	87.5
	5	10	12.5	12.5	100.0
	Total	80	100.0	100.0	

x1_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	5	6.3	6.3	7.5
	3	1	1.3	1.3	8.8
	4	54	67.5	67.5	76.3
	5	19	23.8	23.8	100.0
	Total	80	100.0	100.0	

x1_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	2	2.5	2.5	3.8
	3	6	7.5	7.5	11.3
	4	60	75.0	75.0	86.3
	5	11	13.8	13.8	100.0
	Total	80	100.0	100.0	

x1_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	9	11.3	11.3	11.3
	2	17	21.3	21.3	32.5
	3	11	13.8	13.8	46.3
	4	21	26.3	26.3	72.5
	5	22	27.5	27.5	100.0
	Total	80	100.0	100.0	

x1_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	2	2.5	2.5	3.8
	3	2	2.5	2.5	6.3
	4	54	67.5	67.5	73.8
	5	21	26.3	26.3	100.0
	Total	80	100.0	100.0	

Kepuasan Kerja (X1)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	1	1.3	1.3	1.3
	13	1	1.3	1.3	2.5
	14	1	1.3	1.3	3.8
	15	1	1.3	1.3	5.0
	17	2	2.5	2.5	7.5
	18	1	1.3	1.3	8.8
	19	6	7.5	7.5	16.3
	20	11	13.8	13.8	30.0
	21	6	7.5	7.5	37.5
	22	2	2.5	2.5	40.0

	23	2	2.5	2.5	42.5
	24	14	17.5	17.5	60.0
	25	6	7.5	7.5	67.5
	26	9	11.3	11.3	78.8
	27	8	10.0	10.0	88.8
	28	8	10.0	10.0	98.8
	30	1	1.3	1.3	100.0
	Total	80	100.0	100.0	



FREKUENSI VARIABEL KOMITMEN ORGANISASI

Statistics

	N		Mean	Median	Mode	Sum
	Valid	Missing				
x2_1	80	0	4.11	4.00	4	329
x2_2	80	0	3.53	3.50	3	282
x2_3	80	0	3.81	4.00	4	305
x2_4	80	0	4.08	4.00	4	326
x2_5	80	0	3.90	4.00	4	312
x2_6	80	0	3.99	4.00	4	319
Komitmen (X2)	80	0	23.41	23.00	22	1873

Frequency Table

x2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	2	2.5	2.5	3.8
	3	11	13.8	13.8	17.5
	4	39	48.8	48.8	66.3
	5	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

x2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	11	13.8	13.8	15.0
	3	28	35.0	35.0	50.0
	4	25	31.3	31.3	81.3
	5	15	18.8	18.8	100.0
	Total	80	100.0	100.0	

x2_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	3	3.8	3.8	5.0
	3	19	23.8	23.8	28.8
	4	44	55.0	55.0	83.8
	5	13	16.3	16.3	100.0
	Total	80	100.0	100.0	

x2_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	2	2.5	2.5	3.8
	3	4	5.0	5.0	8.8
	4	56	70.0	70.0	78.8
	5	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

x2_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	2	2.5	2.5	3.8
	3	18	22.5	22.5	26.3
	4	42	52.5	52.5	78.8
	5	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

x2_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	1	1.3	1.3	2.5
	3	10	12.5	12.5	15.0
	4	54	67.5	67.5	82.5
	5	14	17.5	17.5	100.0
	Total	80	100.0	100.0	

Komitmen (X2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12	1	1.3	1.3	1.3
	13	2	2.5	2.5	3.8
	18	2	2.5	2.5	6.3
	19	1	1.3	1.3	7.5
	20	7	8.8	8.8	16.3
	21	5	6.3	6.3	22.5
	22	14	17.5	17.5	40.0
	23	10	12.5	12.5	52.5
	24	7	8.8	8.8	61.3
	25	9	11.3	11.3	72.5

	26	5	6.3	6.3	78.8
	27	8	10.0	10.0	88.8
	28	4	5.0	5.0	93.8
	29	4	5.0	5.0	98.8
	30	1	1.3	1.3	100.0
	Total	80	100.0	100.0	



FREKUENSI VARIABEL *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*

Statistics

	N		Mean	Median	Mode	Sum
	Valid	Missing				
Y_1	80	0	4.08	4.00	4	326
Y_2	80	0	4.11	4.00	4	329
Y_3	80	0	3.99	4.00	4	319
Y_4	80	0	4.19	4.00	4	335
Y_5	80	0	4.08	4.00	4	326
Y_6	80	0	4.21	4.00	4	337
Y_7	80	0	4.19	4.00	4	335
Y_8	80	0	4.30	4.00	4 ^a	344
Y_9	80	0	3.46	4.00	4	277
Y_10	80	0	3.78	4.00	4	302
OCB (Y)	80	0	40.38	42.00	42	3230

a. Multiple modes exist. The smallest value is shown

Frequency Table

Y_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	1	1.3	1.3	2.5
	3	5	6.3	6.3	8.8
	4	57	71.3	71.3	80.0
	5	16	20.0	20.0	100.0
	Total	80	100.0	100.0	

Y_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	1	1.3	1.3	2.5
	3	9	11.3	11.3	13.8
	4	46	57.5	57.5	71.3
	5	23	28.8	28.8	100.0
	Total	80	100.0	100.0	

Y_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.5	2.5	2.5
	2	1	1.3	1.3	3.8
	3	8	10.0	10.0	13.8
	4	54	67.5	67.5	81.3
	5	15	18.8	18.8	100.0
	Total	80	100.0	100.0	

Y_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	1	1.3	1.3	2.5
	3	5	6.3	6.3	8.8
	4	48	60.0	60.0	68.8
	5	25	31.3	31.3	100.0
	Total	80	100.0	100.0	

Y_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	1	1.3	1.3	2.5
	3	4	5.0	5.0	7.5
	4	59	73.8	73.8	81.3
	5	15	18.8	18.8	100.0
	Total	80	100.0	100.0	

Y_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	2	2.5	2.5	3.8
	3	5	6.3	6.3	10.0
	4	43	53.8	53.8	63.8
	5	29	36.3	36.3	100.0
	Total	80	100.0	100.0	

Y_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	1	1.3	1.3	2.5
	3	2	2.5	2.5	5.0
	4	54	67.5	67.5	72.5
	5	22	27.5	27.5	100.0
	Total	80	100.0	100.0	

Y_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	2	2.5	2.5	3.8
	3	5	6.3	6.3	10.0
	4	36	45.0	45.0	55.0
	5	36	45.0	45.0	100.0
	Total	80	100.0	100.0	

Y_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	7.5	7.5	7.5
	2	19	23.8	23.8	31.3
	3	3	3.8	3.8	35.0
	4	36	45.0	45.0	80.0
	5	16	20.0	20.0	100.0
	Total	80	100.0	100.0	

Y_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	2	2.5	2.5	3.8
	3	22	27.5	27.5	31.3
	4	44	55.0	55.0	86.3
	5	11	13.8	13.8	100.0
	Total	80	100.0	100.0	

OCB (Y)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	1	1.3	1.3	1.3
	21	1	1.3	1.3	2.5
	22	1	1.3	1.3	3.8
	32	1	1.3	1.3	5.0
	33	1	1.3	1.3	6.3
	34	2	2.5	2.5	8.8
	35	2	2.5	2.5	11.3
	36	2	2.5	2.5	13.8
	37	5	6.3	6.3	20.0
	38	2	2.5	2.5	22.5
	39	7	8.8	8.8	31.3
	40	6	7.5	7.5	38.8
	41	8	10.0	10.0	48.8
	42	13	16.3	16.3	65.0
	43	8	10.0	10.0	75.0
	44	8	10.0	10.0	85.0
	45	8	10.0	10.0	95.0
	46	1	1.3	1.3	96.3
	47	2	2.5	2.5	98.8
	48	1	1.3	1.3	100.0
	Total	80	100.0	100.0	